

THESIS SUMMARY

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April, 2023

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Sciences**

Károly Róbert Campus

**The effects of high teacher attrition on students' Performance in
Ghanaian rural schools:
The case of Amansie West and Amansie South district of Ashanti**

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MA in Business

Administration and
Management

Management and Leadership

Full-time education

2023

This study examined the effects of high teacher attrition on students' performance in Ghanaian rural schools. A sample of 81 respondents was used to achieve the study's objectives, which were to identify factors that contribute to teacher attrition, determine the extent to which teachers in public senior high schools are satisfied with their conditions of service, and suggest factors for curbing teacher attrition in public senior high schools in Ghana. The study revealed that high teacher turnover in Ghanaian rural schools has a significant negative impact on students' academic performance. Students in schools with high teacher turnover rates tend to perform poorly in their examinations compared to those in schools with low teacher turnover rates. The study also identified poor remuneration, lack of professional development opportunities, poor working conditions, and lack of recognition as factors that contribute to high teacher attrition rates in Ghana.

The findings of this study have significant implications for policymakers and education stakeholders in Ghana. It highlights the need for urgent action to be taken to address the issue of high teacher attrition rates in rural schools. The negative impact of teacher turnover on students' academic performance underscores the need to prioritize the welfare and working conditions of teachers in rural schools. Based on the study's findings, several recommendations are proposed, including increasing the remuneration of teachers, providing professional development opportunities, improving working conditions, and deploying qualified and experienced teachers to rural schools. Further research is also needed to explore other factors that contribute to high teacher turnover rates and examine the impact of teacher attrition on students' social and emotional well-being.

The first objective of this study was to identify the factors that militate against the retention of teachers in public senior high schools in Ghana. The study found that poor

remuneration, lack of professional development opportunities, poor working conditions, and lack of recognition were among the key factors that contribute to high teacher attrition rates in Ghana. Teachers in public senior high schools in rural areas face numerous challenges that often lead to their resignation or transfer to other schools. The study highlights the need for policymakers and education stakeholders to prioritize addressing these challenges in order to attract and retain qualified teachers in rural schools. By addressing the factors that contribute to high teacher attrition rates, Ghana can improve the quality of education in rural schools and ensure that students have access to quality education regardless of their location.

The second objective of this study was to determine the extent to which teachers in public senior high schools in Ghana are satisfied with their conditions of service. The study found that many teachers in rural schools are dissatisfied with their conditions of service. Poor remuneration, lack of professional development opportunities, poor working conditions, and lack of recognition were among the key factors that contributed to teachers' dissatisfaction. Teachers in rural schools often face challenges such as inadequate teaching materials, overcrowded classrooms, and inadequate housing. The study highlights the need for policymakers and education stakeholders to prioritize addressing these challenges in order to improve the working conditions of teachers in rural schools. By improving the working conditions of teachers, Ghana can attract and retain qualified teachers in rural areas and improve the quality of education in these schools. This, in turn, can lead to improved academic performance of students in rural schools.

The third objective of this study was to suggest factors for curbing teacher attrition in public senior high schools in Ghana. The study found that increasing the remuneration of teachers, providing professional development opportunities, improving working

conditions, and deploying qualified and experienced teachers to rural schools were among the key factors for curbing teacher attrition in Ghana. The study highlights the need for policymakers and education stakeholders to prioritize addressing these factors in order to attract and retain qualified teachers in rural schools. By providing better working conditions, remuneration, and professional development opportunities, teachers will be more likely to stay in rural schools, which can improve the quality of education in these schools. The study suggests that deployment of qualified and experienced teachers to rural schools can also be effective in reducing teacher attrition rates. By addressing the factors that contribute to high teacher attrition rates, Ghana can improve the quality of education in rural areas and ensure that students have access to quality education regardless of their location.

The last objective of this study was to examine the effects of high teacher attrition on the performance of students in Ghanaian rural schools. The study found that high teacher turnover rates have a significant negative impact on students' academic performance. Students in schools with high teacher turnover rates tend to perform poorly in their examinations compared to those in schools with low teacher turnover rates. This suggests that teacher attrition has a detrimental effect on students' academic achievement in rural schools. The study highlights the urgent need for policymakers and education stakeholders to address the issue of high teacher attrition rates in rural schools. By addressing the factors that contribute to high teacher turnover rates, Ghana can improve the quality of education in rural areas and ensure that students have access to quality education regardless of their location. This can lead to improved academic performance of students in rural schools, which is crucial for the socio-economic development of Ghana.